

EXHIBIT 1158

to the Declaration of
Lisa J. Cisneros in Support of
Plaintiffs' Opposition Briefs

REDACTED VERSION

From: Donna Morris
Sent: Sunday, March 4, 2007 4:36 PM
To: Shantanu Narayen <snarayan@adobe.com>
Cc: Donna Morris <dcmorris@adobe.com>
Subject: confidential - compensation - [REDACTED]
Attach: ValueMatrix for [REDACTED].pdf

Shantanu – I wanted to provide to you an overview of [REDACTED] current compensation (cash / incentive / stock) and a potential framework should we move forward in terms of an offer and approval of the terms by the Comp Committee.

Upon reviewing the framework some background:

- [REDACTED]
- [REDACTED]
- [REDACTED]

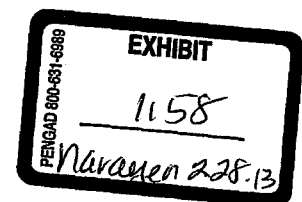
I will bring along tomorrow in the event we have a moment to discuss. – He will be interviewing tomorrow with the SF team of BU's and Tuesday with those of us in SJ.

Thanks Donna

Donna Morris
SVP Human Resources

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North American employees with HR-related questions can contact the HR Information Center (HRIC) at x6-HELP (4357) , option 5, or at hric@adobe.com

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